

Salary

The starting salary for a Corrections Officer I is \$1052.00 semi-monthly. A pay differential of \$.30 per hour will be paid to Corrections Officer I's who work on a shift that begins between the hours of 12:00 noon and 5:00 a.m. After successfully completing a nine-month probation period a salary increase will be received.

Benefits

Annual Leave

Length of employment with the State determines the amount of annual leave earned, as follows:

0 - 9 years	= 10 hours per month
10 -14 years	= 12 hours per month
15+ years	= 14 hours per month

Sick Leave

Sick leave is accumulated at the rate of 10 hours per month with no maximum.

Holidays

Currently there are twelve (12) paid holidays each year. Due to staffing needs, many Corrections Officer's are required to work on holidays. Staff who work on holidays will receive compensatory time.

Military Leave

Military leave will be granted to eligible employees.

Compensation Time Payouts

The department provides compensatory time off instead of cash payment for overtime worked by employees in certain positions.

Uniforms

Uniforms are provided by the Department.

Insurances

- **Missouri Consolidated Healthcare Plan (MCHCP)** – www.MCHCP.org
- **Pharmacy Plan** – www.express-scripts.com
- **Missouri Savings for Tuition** – www.momost.org

Cafeteria Plan – www.mocafe.com

Allows an employee to pay for qualified benefits **without being taxed** on the expenditure.

Worker's Compensation

All employees are eligible to be covered under the worker's compensation law

Automatic Deposit of Payroll Checks

The State requires automatic direct deposit of your payroll check into an account at the financial institution of your choice.

Missouri State Employees' Retirement System (MOSERS) – www.mosers.org

Provides retirement, life insurance, survivor and disability benefits.

Missouri Deferred Compensation Plan

Deferred compensation is a long-term savings program emphasizing preparation for financial security during retirement years. You may elect to defer a portion of your income each month into a variety of savings program. This money is not subject to state or federal taxes until withdrawn. Employees will also receive a state contribution, when qualified after one year of continued service.

Employee Assistance Program – (EAP)

An EAP is an Employee Assistance Program that includes free and confidential assessments and referrals for you and your family members. The EAP provides assistance and resources to help you deal with a wide variety of difficulties. Trained Care Coordinators are ready to help you solve your problems so that you can maintain a sense of well-being and workplace productivity.

Education and Training Programs

The Department provides a basic-training program for all new employees. In-service training is provided to all employees.

Meals

Correction Officers are provided a free meal mid-shift at each institution.